

NORTON PUBLIC SCHOOLS
Norton High School
School Improvement Plan
2015 - 2018



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Norton High School

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District Mission Statement

Guided by our Core Values, the Norton Public Schools, in an active partnership with the community, provides each student with a quality education fostering personal development and intellectual growth which prepares each student to contribute and succeed in a global society.

Norton High School Core Values and 21st Century Learning Expectations

The Norton High School Community is committed to providing challenging curricula in a safe and positive learning environment. We strive to maximize each student's potential and encourage all students to exemplify:

Respect

Responsibility

Intellectual curiosity

Creativity

21st Century Learning Expectations

Norton High School students are critical thinkers and effective users of technology who:

Academic

Read, write, and communicate effectively

Work independently and collaboratively

Identify, analyze and solve problems

Gather, evaluate, and apply information from a variety of sources

Social & Civic

Display global awareness

Utilize technology responsibly

Demonstrate community involvement

ELEMENTS OF THE NORTON HIGH SCHOOL IMPROVEMENT PLAN

1. Plan is focused explicitly on instructional improvement and student learning; the plan drives school-level processes and practice.
2. The school improvement plan 1) aligns with the district improvement plan, 2) guided by the school's core values and 21st century expectations, 3) reflects input from all staff, 4) is based on data, 5) accurately reflects the academic, social, and emotional needs of students, and 6) sets actionable and measurable goals that target improvement.
3. Staff can state the school's mission, understand the school's improvement goals, and demonstrate a sense of ownership for both.
4. Identifies high-quality professional development as integral to implementing the school's improvement objectives
5. Identification of the budget and/or resources needed to implement the school's improvement plan and potential funding sources
6. Methods of coordinating, monitoring, reporting and evaluating the implementation of the school's improvement plan
7. Identification of the responsibilities of the school, school district, state and federal for supporting the implementation of the plan
8. Developed in conjunction with input and review by all stakeholders
9. Review and approval of the school's improvement plan by the Superintendent and School Committee

COORDINATION AND MONITORING:

This school improvement plan will be monitored and coordinated by the Norton High School Principal in conjunction with the School Site Council. This plan will be reviewed by the principal and the academic coordinators in fall of 2015 and with the entire staff in order to outline goals and responsibilities. During each Site Council meeting, the principal shall inform the members of the Council regarding progress made towards goals and the financial status of the plan.

School Goal #1 - Academic Success for All Students

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps / (Evidence)</u>	<u>Timeline</u>	<u>Evaluation</u>
<p>Provide high quality instruction and assessment that addresses individual student needs and focuses on closing achievement gaps while preparing all students for success after graduation.</p>	<ul style="list-style-type: none"> • Curriculum Director • Director of Pupil Personnel Services • Principal • Assistant Principal • SPED Chair • Academic Coordinators • Teachers • Student Support Staff 	<ul style="list-style-type: none"> • Establish a state assessment preparation program that can take place during the school day to help support student who have historically scored below proficient on the state assessments. • Form a committee to study the use of SSR time and determine how the time can be spent to close the achievement gap and improve student learning outcomes in all subjects • Explore the idea of an established a peer tutoring program in all core academic subjects during SSR time • Continue to monitor the progress of students involved in Freshman and Sophomore Academy • Maintain/update rigorous and well written curriculum that supports NHS core values and 21st century learning expectations • Continue collaboration with Wheaton college tutors and expand program from helpers in study skills to volunteers in classrooms • Increase staff size to reduce class size in math, science and wellness • Increase number of students enrolled in Internship to sixty students per year, dual enrollment ten students per year, increase AP classes one additional class, and online learning experiences ten additional students. • Maintain dual enrollment and AP enrollment at 45% of the junior and senior class. • Create additional academic and vocational offerings in the sub-separate programs (STEP and SRR) 	<p>9/15-1/16</p> <p>9/15-6/17</p> <p>9/15 – 6/18</p> <p>9/15-6/18</p> <p>9/15-6/16</p> <p>Yearly</p> <p>9/16-6/17</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p>	

<p>Utilize DESE data analysis tools and school based assessments in order to make informed data driven decisions</p>	<ul style="list-style-type: none"> • Curriculum Director • Principal • SPED Chair • ELA/Math/Science Academic Coordinators • English/Math/Science Teachers • Reading Specialist 	<ul style="list-style-type: none"> • Create annual assessment action plans using data to drive decision-making and to inform instruction. • Teachers and administrators, will individually and collaboratively, examine a range of evidence of student learning for the purpose of revising curriculum and improving instructional practice • Provide staff with detailed MCAS (or future state assessment) reports from which they can ascertain the performance of all students and student subgroups and determine specific areas of strengths and weaknesses • Maintain 95% proficiency or higher in ELA, math, and science state assessment. 	<p>Yearly</p> <p>9/15-6/18</p> <p>Yearly</p> <p>Yearly</p>	
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Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal #2- Enriching student learning experiences by expanding school programs.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps / (Evidence)</u>	<u>Timeline</u>	<u>Evaluation</u>
To provide school based activities that offer additional opportunities for learning that extend beyond the classroom, including increased exposure to STEAM (science, technology & engineering, arts, and mathematics) education and world languages.	<ul style="list-style-type: none"> • Principal • Assistant Principal • Academic Coordinators • Student Support • Teachers • Club/activity advisors • Coaches • Parents • Dir. of Technology • School Nurse 	<ul style="list-style-type: none"> • Increase the opportunities for field trips for grade nine students • Establish an annual career exploration program for grade ten students • Explore the possibility of international student exchange program or international school sponsors educational trips. • Offer programs in association with other groups such as Norton Middle School, the Attleboro Area YMCA, and Wheaton College • Continue to offer a full range of clubs, activities and school wide events • Add two course offerings in the area of computer science 	<p>9/15-6/18</p> <p>9/15 – 6/16</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p>	

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School Goal #3 - Invest in our staff by providing targeted quality professional development. Formalize recruiting and hiring practices in order to attract, hire and retain exceptional candidates.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps / (Evidence)</u>	<u>Timeline</u>	<u>Evaluation</u>
Provide meaningful, high quality professional development in research- based best high school practices that are aligned to district goals.	<ul style="list-style-type: none"> • Principal • Assistant Principal • Curriculum Director • Academic Coordinators • Teachers 	<ul style="list-style-type: none"> • Survey annually faculty and staff regarding interests and needs • Encourage teachers to attend workshops, conferences etc. to report back to entire faculty/staff either orally or in writing • Encourage, support, and provide teachers with opportunities for peer observations to improve instructional strategies • Provide training/support to teachers to promote effective instructional practices (e.g. differentiated instruction, formative assessment techniques and strategies) • Tap into the vast knowledge and skill base of our staff in order to offer low or no cost professional development • Seek to collaborate with other school districts for professional development opportunities and graduate level classes 	Yearly 9/15-6/18 9/15-6/18 9/15-6/18 9/15-6/18	
Attract and retain quality staff by recruiting and hiring exceptional candidates	<ul style="list-style-type: none"> • Principal • Assistant Principal • Curriculum Director • Academic Coordinators • Teachers 	<ul style="list-style-type: none"> • Working within district guidelines, the principal recruits, deploys/redeploys, promotes, and retains those with qualifications and proven results in serving the school’s mission • The principal utilizes the district’s process for posting jobs and screening candidates to assemble an effective school team. • The principal works within district guidelines to effectively support or remove staff whose performance does not meet the needs of the school • The principal and other leaders clearly communicate to staff school wide expectations for performance 	Yearly 9/15-6/18 9/15-6/18 9/15-6/18	

Evaluation: **C=Completed I=Implemented P=Partially Implemented O=Ongoing

School Goal # 4- Continue to be a source of pride for the community by building positive school culture and strong relationships with the school community.

<u>Objective</u>	<u>Person(s) Responsible</u>	<u>Action Steps / (Evidence)</u>	<u>Timeline</u>	<u>Evaluation</u>
Maintain a safe and respectful learning environment and create opportunities for the community to celebrate student achievements	<ul style="list-style-type: none"> • Principal • Assistant Principal • Academic Coordinators • School Resource Officer • Facilities Director • Student Support • Teachers • Staff Members • Parents • Custodians • Bus Drivers • School Nurse • Dir. of Technology 	<ul style="list-style-type: none"> • Continue, in collaboration with NPD and NFD, regular examination of safety and security matters throughout the building and grounds • Leaders regularly assess the impact of policies, procedures, and programs on the academic and social environment, and revise them as needed. • Promote NHS success via press release to the town newspaper, social media, Norton Cable, and other methods. • Create Norton High School News Program and work in conjunction with the Norton Cable Studio • Celebrate and acknowledge individual student achievements (awards night, underclass awards, honor roll, and post-secondary decisions). • Seek out and respond to feedback from outside evaluative organizations (NEASC) on ways to improve our school • Maintain and update the school website • Continue principal's newsletter and seasonal newsletter from the student support center 	<p>Yearly</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/16</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p> <p>9/15-6/18</p>	

Evaluation: ****C=Completed** **I=Implemented** **P=Partially Implemented** **O=Ongoing**